

AGREEMENT BETWEEN THE
CITY OF FRESNO
AND
FRESNO CITY EMPLOYEES ASSOCIATION
NON-SUPERVISORY WHITE COLLAR UNIT 3

***Extension of the Current Memorandum of Understanding (MOU)
Between the City of Fresno (City) and Fresno City
Employees Association (FCEA)***

This agreement sets forth the full and entire understanding of the parties regarding extending the current MOU (covers fiscal years 1997/1998 through 1999/2000), along with any exhibits, attachments, and subsequent side letters of agreement and agreements. Any other previous understandings, side letters of agreement, MOU provisions, or agreements by the parties regarding extending the current MOU, along with any exhibits, attachments, and subsequent side letters of agreement and agreements, are hereby superseded and terminated in their entirety. This agreement is self-governing and independent of any current or expired agreements between the parties, and is governed by the terms and conditions contained herein. This agreement is effective July 1, 2000, and terminates June 30, 2002.

The parties agree to extend the term of the current MOU to include fiscal years 2000/2001 through 2001/2002. It is expressly understood that any MOU provisions, exhibits, attachments, subsequent side letters of agreement and agreements not amended/modified by this agreement, remain in full force and effect, subject to the terms and conditions contained therein, unless amended/modified at some future time by the parties. Accordingly, the parties agree to the following amendments/modifications (represented in bold typeface, deletions represented by ***) to current MOU provisions:

ARTICLE IV (A) (1) - ASSOCIATION RECOGNITION

1. The City acknowledges the Association as the recognized employee organization representing the Non-Supervisory White Collar Unit, and therefore, agrees, to meet and confer in good faith promptly upon request by the Association and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to make every reasonable effort to reach agreement on matters within the scope of representation at least one (1) week prior to the last regular Council meeting at which the City budget must be adopted for the ensuing fiscal year. In order that the meet and confer process may include adequate time for full consideration of the proposals of both parties and for resolution of any impasse, the City shall accept proposals from the Association as early as March 1, **2002**, for any new MOU to be effective on or after July 1, **2002**.

ARTICLE V (A) (3) - GENERAL

3. Pursuant to and in accordance with Section 3502.5 of the Government Code and all the provisions therein, the City and the Association agree that all employees in this Unit shall be required, as a condition of continued employment, to join the Association or to pay the Association a Service Fee. The agency shop provision shall expire at midnight on June 30, **2002**, and the City, upon the request of an employee, shall be under no further obligation to collect a Service Fee on behalf of the Association.

ARTICLE V (C) (1) - DUES DEDUCTION CHECK

1. The deduction check covering all such deductions shall be transmitted to:

FRESNO CITY EMPLOYEES ASSOCIATION, INC.
2115 Merced Street
Fresno, California 93721

Should the Association elect to have the deduction check transmitted to an address other than that set forth hereinabove, the Association shall so indicated by written notice delivered to the *** **City's Finance Division, Payroll**. A copy of such notice shall also be delivered by the Association to the Labor Relations Division. The City shall transmit the deduction check to the address specified in the notice as early as is practicable after receipt of such notice.

ARTICLE VI (B) (1), (2), (3) and (4) - SALARY SCHEDULE

1. ***
2. ***
3. ***
4. ***
5. **Effective July 1, 2000, salaries shall be increased by three percent (3%) as reflected on Exhibit IV.**
6. **Effective July 1, 2001, salaries shall be increased by three percent (3%) as reflected on Exhibit V.**

ARTICLE VIII - TERMINATION

This Memorandum of Understanding shall become effective only after ratification by the members of FCEA, followed by City Council approval and the expiration of the waiting period for the Mayor's action provided in Charter sections 605 and 609, and shall remain in full force and effect through June 30, 2002.

During the life of this Memorandum of Understanding, should either party desire to modify its terms or to meet and confer as to matters within the scope of representation not addressed in this Memorandum of Understanding, such party shall request in writing to meet and confer on the item, which item shall be specified in writing. During the life of this Memorandum, either party may refuse such request without explanation if the item is directly related to or is an item directly considered herein, or if the item was included in a written proposal of either party during the meet and confer process which led to this agreement.

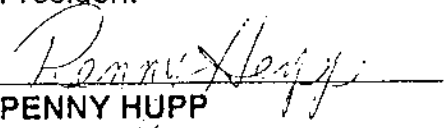
It is agreed by parties that the City may request to meet and confer on amendments to this Article during the life of this Memorandum of Understanding. Further, the parties agree that, if no agreement is reached on amendments to this Article, neither party may take action on such amendment(s) without the consent of the other party.

IN WITNESS WHEREOF, the parties hereto set their hands this 12 day of May, 2000.

FOR THE FRESNO CITY
EMPLOYEES ASSOCIATION:


GENE ZIMMERMAN
Business Representative


ANTHONY FAGONE
President


PENNY HUPP
Vice President

FOR THE CITY OF FRESNO:


JORGE C. AGUINIGA
Labor Relations Manager

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

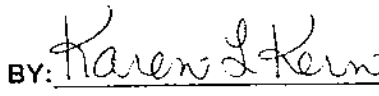
BY: 
Karen L. Kern
Assistant City Attorney

EXHIBIT IV
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2000

| CLASS TITLE | A | B | C | D | E |
|--|-------|-------|-------|-------|-------|
| Account Clerk I | 1,812 | 1,903 | 1,999 | 2,100 | 2,205 |
| Account Clerk II | 1,999 | 2,100 | 2,205 | 2,315 | 2,431 |
| Accountant-Auditor I | 2,751 | 2,884 | 3,028 | 3,185 | 3,343 |
| Accountant -Auditor II | 3,215 | 3,372 | 3,544 | 3,720 | 3,907 |
| Accounting Technician | 2,431 | 2,553 | 2,681 | 2,815 | 2,957 |
| Administrative Clerk I | 1,669 | 1,754 | 1,842 | 1,935 | 2,032 |
| Administrative Clerk II | 1,842 | 1,935 | 2,032 | 2,134 | 2,241 |
| Airports Computer Specialist | 3,521 | 3,697 | 3,883 | 4,077 | 4,281 |
| Airports Property Specialist I | 3,276 | 3,441 | 3,613 | 3,794 | 3,985 |
| Airports Property Specialist II | 3,825 | 4,016 | 4,217 | 4,428 | 4,650 |
| Animal Curator | 3,336 | 3,505 | 3,683 | 3,868 | 4,059 |
| Architect | 4,535 | 4,762 | 5,001 | 5,251 | 5,514 |
| Assistant Electrical Safety Consultant | 3,343 | 3,506 | 3,680 | 3,865 | 4,059 |
| Assistant Environmental & Safety Consultant | 3,343 | 3,506 | 3,680 | 3,865 | 4,059 |
| Assistant Plumbing & Mechanical Consultant | 3,343 | 3,506 | 3,680 | 3,865 | 4,059 |
| Assistant Training Officer | 3,064 | 3,217 | 3,379 | 3,548 | 3,726 |
| Associate Electrical Safety Consultant I | 3,680 | 3,865 | 4,059 | 4,260 | 4,473 |
| Associate Electrical Safety Consultant II | 3,865 | 4,059 | 4,260 | 4,473 | 4,699 |
| Associate Environmental & Safety Consultant I | 3,680 | 3,865 | 4,059 | 4,260 | 4,473 |
| Associate Environmental & Safety Consultant II | 3,865 | 4,059 | 4,260 | 4,473 | 4,699 |
| Associate Plumbing & Mechanical Consultant I | 3,680 | 3,865 | 4,059 | 4,260 | 4,473 |
| Associate Plumbing & Mechanical Consultant II | 3,865 | 4,059 | 4,260 | 4,473 | 4,699 |
| Box Office Assistant | 2,249 | 2,362 | 2,482 | 2,605 | 2,737 |
| Budget Technician | 2,471 | 2,595 | 2,725 | 2,862 | 3,005 |
| Buyer I | 2,866 | 3,010 | 3,162 | 3,320 | 3,487 |
| Buyer II | 3,162 | 3,320 | 3,487 | 3,662 | 3,845 |
| Central Printing Clerk | 1,842 | 1,935 | 2,032 | 2,134 | 2,241 |
| Central Printing Technician | 2,184 | 2,294 | 2,410 | 2,530 | 2,657 |
| City Records Specialist | 2,471 | 2,595 | 2,725 | 2,862 | 3,005 |
| Claims Specialist | 2,457 | 2,582 | 2,712 | 2,847 | 2,992 |
| Code Enforcement Specialist | 2,671 | 2,801 | 2,941 | 3,085 | 3,241 |
| Community Recreation Assistant | 2,020 | 2,119 | 2,214 | 2,312 | 2,421 |
| Community Services Officer I | 2,104 | 2,210 | 2,321 | 2,437 | 2,560 |
| Community Services Officer II | 2,321 | 2,437 | 2,560 | 2,689 | 2,824 |
| Computer Operator I | 2,070 | 2,166 | 2,262 | 2,366 | 2,481 |
| Computer Operator II | 2,300 | 2,414 | 2,531 | 2,659 | 2,794 |
| Computer Operator III | 2,531 | 2,659 | 2,794 | 2,928 | 3,074 |
| Computer Systems Specialist I | 2,969 | 3,118 | 3,275 | 3,439 | 3,611 |
| Computer Systems Specialist II | 3,521 | 3,697 | 3,883 | 4,077 | 4,281 |
| Computer Systems Specialist III | 3,971 | 4,170 | 4,379 | 4,598 | 4,829 |
| Computer Systems Technician | 1,972 | 2,071 | 2,175 | 2,284 | 2,398 |

EXHIBIT IV
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2000

| CLASS TITLE | A | B | C | D | E |
|---|-------|-------|-------|-------|-------|
| Construction Compliance Specialist | 2,903 | 3,044 | 3,198 | 3,358 | 3,525 |
| Contract Compliance Specialist | 2,903 | 3,044 | 3,198 | 3,358 | 3,525 |
| Convention Center Marketing Assistant | 2,423 | 2,545 | 2,673 | 2,803 | 2,942 |
| Curator of Education | 3,336 | 3,505 | 3,683 | 3,868 | 4,059 |
| Customer Services Clerk I | 1,812 | 1,903 | 1,999 | 2,100 | 2,205 |
| Customer Services Clerk II | 1,999 | 2,100 | 2,205 | 2,315 | 2,431 |
| Department Computer Specialist | 2,423 | 2,545 | 2,673 | 2,803 | 2,942 |
| Electrical Safety Technician | 3,185 | 3,343 | 3,506 | 3,680 | 3,865 |
| Emergency Services Dispatcher I | 2,518 | 2,625 | 2,742 | 2,876 | 3,004 |
| Emergency Services Dispatcher II | 2,709 | 2,845 | 2,990 | 3,140 | 3,292 |
| Emergency Services Dispatcher III | 3,049 | 3,198 | 3,362 | 3,526 | 3,701 |
| Engineer I | 3,327 | 3,492 | 3,666 | 3,849 | 4,036 |
| Engineer II | 3,877 | 4,066 | 4,271 | 4,478 | 4,712 |
| Engineering Aide I | 2,128 | 2,231 | 2,340 | 2,457 | 2,582 |
| Engineering Aide II | 2,470 | 2,595 | 2,720 | 2,856 | 3,002 |
| Engineering Inspector I | 3,241 | 3,414 | 3,577 | 3,753 | 3,944 |
| Engineering Inspector II | 3,558 | 3,735 | 3,923 | 4,119 | 4,326 |
| Engineering Technician I | 2,531 | 2,659 | 2,794 | 2,928 | 3,074 |
| Engineering Technician II | 2,856 | 3,002 | 3,152 | 3,307 | 3,473 |
| Environmental Control Officer | 3,195 | 3,356 | 3,519 | 3,697 | 3,879 |
| Environmental & Safety Technician | 3,185 | 3,343 | 3,506 | 3,680 | 3,865 |
| Events Specialist | 2,751 | 2,884 | 3,031 | 3,185 | 3,343 |
| Facilities Construction Specialist | 3,358 | 3,524 | 3,701 | 3,885 | 4,080 |
| Fire Prevention Inspector I | 2,947 | 3,094 | 3,245 | 3,411 | 3,583 |
| Fire Prevention Inspector II | 3,426 | 3,592 | 3,772 | 3,965 | 4,160 |
| Fleet Operations Specialist | 3,097 | 3,252 | 3,415 | 3,586 | 3,766 |
| Identification Technician I | 2,770 | 2,909 | 3,055 | 3,209 | 3,370 |
| Identification Technician II | 3,055 | 3,209 | 3,370 | 3,539 | 3,716 |
| Identification Technician III | 3,209 | 3,370 | 3,539 | 3,716 | 3,902 |
| Industrial/Commercial Water Conservation Representative | 3,195 | 3,356 | 3,519 | 3,697 | 3,879 |
| Industrial Waste Inspector | 2,717 | 2,849 | 2,993 | 3,144 | 3,295 |
| Inorganic Chemist | 3,244 | 3,407 | 3,578 | 3,757 | 3,945 |
| Laboratory Assistant | 2,193 | 2,304 | 2,419 | 2,540 | 2,668 |
| Laboratory Technician I | 2,668 | 2,802 | 2,942 | 3,089 | 3,244 |
| Laboratory Technician II | 2,942 | 3,089 | 3,244 | 3,407 | 3,578 |
| Land Surveyor | 4,085 | 4,290 | 4,506 | 4,731 | 4,968 |
| Landscape Water Conservation Specialist | 3,119 | 3,276 | 3,440 | 3,612 | 3,793 |
| License Representative | 2,545 | 2,673 | 2,803 | 2,942 | 3,094 |
| Mail Operations Technician | 2,032 | 2,134 | 2,241 | 2,353 | 2,471 |
| Municipal Facilities Booking Clerk | 2,622 | 2,754 | 2,892 | 3,037 | 3,189 |

EXHIBIT IV
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2000

| CLASS TITLE | A | B | C | D | E |
|--|-------|-------|-------|-------|-------|
| Neighborhood Services Representative I | 2,020 | 2,119 | 2,214 | 2,312 | 2,421 |
| Neighborhood Services Specialist I | 2,947 | 3,094 | 3,245 | 3,411 | 3,583 |
| Neighborhood Services Specialist II | 3,426 | 3,592 | 3,772 | 3,965 | 4,160 |
| Neighborhood Standards Specialist I | 2,751 | 2,884 | 3,031 | 3,185 | 3,343 |
| Neighborhood Standards Specialist II | 3,279 | 3,439 | 3,616 | 3,795 | 3,986 |
| Network Systems Specialist | 3,971 | 4,170 | 4,379 | 4,598 | 4,829 |
| Offset Equipment Operator | 2,184 | 2,294 | 2,410 | 2,530 | 2,657 |
| Paratransit Specialist | 2,423 | 2,545 | 2,673 | 2,803 | 2,942 |
| Parking Controller I | 1,775 | 1,854 | 1,941 | 2,025 | 2,119 |
| Parking Controller II | 1,945 | 2,037 | 2,128 | 2,221 | 2,331 |
| Parking Controller III | 2,128 | 2,221 | 2,331 | 2,433 | 2,546 |
| Parks Planning Coordinator | 3,843 | 4,036 | 4,238 | 4,450 | 4,673 |
| Planner I | 2,751 | 2,884 | 3,031 | 3,185 | 3,343 |
| Planner II | 3,215 | 3,371 | 3,544 | 3,720 | 3,907 |
| Planning Illustrator I | 2,712 | 2,847 | 2,992 | 3,142 | 3,293 |
| Planning Illustrator II | 3,019 | 3,167 | 3,327 | 3,492 | 3,666 |
| Plans Examiner I | 2,880 | 3,024 | 3,176 | 3,336 | 3,505 |
| Plans Examiner II | 3,343 | 3,506 | 3,680 | 3,865 | 4,059 |
| Plans Examiner III | 3,680 | 3,865 | 4,059 | 4,260 | 4,473 |
| Plumbing & Mechanical Technician | 3,185 | 3,343 | 3,506 | 3,680 | 3,865 |
| Police Data Transcriptionist | 2,241 | 2,353 | 2,471 | 2,595 | 2,725 |
| Principal Account Clerk | 2,431 | 2,553 | 2,681 | 2,815 | 2,957 |
| Programmer/Analyst I | 2,969 | 3,118 | 3,275 | 3,439 | 3,611 |
| Programmer/Analyst II | 3,521 | 3,697 | 3,883 | 4,077 | 4,281 |
| Programmer/Analyst III | 3,971 | 4,170 | 4,379 | 4,598 | 4,829 |
| Programmer/Analyst IV | 4,270 | 4,484 | 4,709 | 4,944 | 5,192 |
| Property & Evidence Technician | 2,567 | 2,696 | 2,831 | 2,973 | 3,122 |
| Radio Dispatcher | 2,134 | 2,236 | 2,338 | 2,449 | 2,559 |
| Rangemaster/Armorer | 3,209 | 3,370 | 3,539 | 3,716 | 3,902 |
| Real Estate Agent I | 3,031 | 3,185 | 3,343 | 3,506 | 3,685 |
| Real Estate Agent II | 3,948 | 4,133 | 4,343 | 4,551 | 4,791 |
| Real Estate Finance Specialist I | 2,619 | 2,751 | 2,884 | 3,031 | 3,185 |
| Real Estate Finance Specialist II | 3,008 | 3,158 | 3,317 | 3,483 | 3,658 |
| Recreation Leader | 1,438 | 1,510 | 1,587 | 1,666 | 1,749 |
| Recreation Specialist | 2,482 | 2,605 | 2,736 | 2,873 | 3,017 |
| Risk Analyst | 3,688 | 3,872 | 4,066 | 4,270 | 4,484 |
| Safety Specialist | 2,531 | 2,658 | 2,792 | 2,932 | 3,079 |
| Secretary | 2,241 | 2,353 | 2,471 | 2,595 | 2,725 |
| Senior Account Clerk | 2,205 | 2,315 | 2,431 | 2,553 | 2,681 |
| Senior Administrative Clerk | 2,032 | 2,134 | 2,241 | 2,353 | 2,471 |
| Senior Buyer | 3,487 | 3,662 | 3,845 | 4,038 | 4,240 |

EXHIBIT IV
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2000

| CLASS TITLE | A | B | C | D | E |
|--|-------|-------|-------|-------|-------|
| Senior Community Services Officer | 2,502 | 2,628 | 2,760 | 2,898 | 3,043 |
| Senior Customer Services Clerk | 2,205 | 2,315 | 2,431 | 2,553 | 2,681 |
| Senior Engineering Technician | 3,327 | 3,492 | 3,666 | 3,849 | 4,036 |
| Senior Fire Prevention Inspector | 3,851 | 4,040 | 4,239 | 4,452 | 4,677 |
| Senior Laboratory Technician | 3,244 | 3,407 | 3,578 | 3,757 | 3,945 |
| Senior Neighborhood Services Specialist | 3,851 | 4,040 | 4,239 | 4,452 | 4,677 |
| Senior Neighborhood Standards Specialist | 3,439 | 3,612 | 3,793 | 3,981 | 4,181 |
| Senior Network Systems Specialist | 4,270 | 4,484 | 4,709 | 4,944 | 5,192 |
| Senior Offset Equipment Operator | 2,410 | 2,530 | 2,657 | 2,790 | 2,930 |
| Senior Property & Evidence Technician | 2,831 | 2,973 | 3,122 | 3,279 | 3,444 |
| Senior Real Estate Finance Specialist | 3,317 | 3,483 | 3,658 | 3,841 | 4,034 |
| Senior Records Clerk | 2,134 | 2,241 | 2,353 | 2,471 | 2,595 |
| Senior Secretary | 2,471 | 2,595 | 2,725 | 2,862 | 3,005 |
| Senior Storeskeeper | 2,567 | 2,696 | 2,831 | 2,973 | 3,122 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 3,883 | 4,077 | 4,281 | 4,495 | 4,721 |
| Solid Waste Bin Inspector | 2,458 | 2,566 | 2,678 | 2,805 | 2,926 |
| Staff Assistant | 2,423 | 2,545 | 2,673 | 2,803 | 2,942 |
| Storeskeeper | 2,328 | 2,445 | 2,567 | 2,696 | 2,831 |
| Survey Party Technician | 2,856 | 3,002 | 3,152 | 3,307 | 3,473 |
| Telecommunications Systems Specialist | 3,318 | 3,485 | 3,660 | 3,843 | 4,036 |
| Transit Surveyor | 1,812 | 1,903 | 1,999 | 2,100 | 2,205 |
| Tree Program Specialist | 3,119 | 3,276 | 3,440 | 3,612 | 3,793 |
| Utility Service Representative I | 2,142 | 2,249 | 2,362 | 2,481 | 2,605 |
| Utility Service Representative II | 2,362 | 2,481 | 2,605 | 2,736 | 2,873 |
| Utility Service Representative III | 2,605 | 2,736 | 2,873 | 3,017 | 3,169 |
| Veterinary Technician | 2,352 | 2,470 | 2,594 | 2,724 | 2,861 |
| Wastewater Reclamation Coordinator | 3,276 | 3,441 | 3,613 | 3,794 | 3,985 |
| Water Conservation Representative | 2,119 | 2,214 | 2,312 | 2,432 | 2,545 |
| Water Education Coordinator | 3,195 | 3,356 | 3,519 | 3,697 | 3,879 |
| Water Systems Telemetry & Distributed Control Specialist | 3,521 | 3,697 | 3,883 | 4,077 | 4,281 |
| Water Systems Telemetry & Distributed Control Technician | 3,193 | 3,353 | 3,521 | 3,697 | 3,883 |

EXHIBIT V
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2001

| CLASS TITLE | A | B | C | D | E |
|--|-------|-------|-------|-------|-------|
| Account Clerk I | 1,867 | 1,961 | 2,059 | 2,163 | 2,272 |
| Account Clerk II | 2,059 | 2,163 | 2,272 | 2,385 | 2,504 |
| Accountant-Auditor I | 2,834 | 2,971 | 3,119 | 3,281 | 3,444 |
| Accountant -Auditor II | 3,312 | 3,474 | 3,651 | 3,832 | 4,025 |
| Accounting Technician | 2,504 | 2,630 | 2,762 | 2,900 | 3,046 |
| Administrative Clerk I | 1,720 | 1,807 | 1,898 | 1,994 | 2,093 |
| Administrative Clerk II | 1,898 | 1,994 | 2,093 | 2,199 | 2,309 |
| Airports Computer Specialist | 3,627 | 3,808 | 4,000 | 4,200 | 4,410 |
| Airports Property Specialist I | 3,375 | 3,545 | 3,722 | 3,908 | 4,105 |
| Airports Property Specialist II | 3,940 | 4,137 | 4,344 | 4,561 | 4,790 |
| Animal Curator | 3,437 | 3,611 | 3,794 | 3,985 | 4,181 |
| Architect | 4,672 | 4,905 | 5,152 | 5,409 | 5,680 |
| Assistant Electrical Safety Consultant | 3,444 | 3,612 | 3,791 | 3,981 | 4,181 |
| Assistant Environmental & Safety Consultant | 3,444 | 3,612 | 3,791 | 3,981 | 4,181 |
| Assistant Plumbing & Mechanical Consultant | 3,444 | 3,612 | 3,791 | 3,981 | 4,181 |
| Assistant Training Officer | 3,156 | 3,314 | 3,481 | 3,655 | 3,838 |
| Associate Electrical Safety Consultant I | 3,791 | 3,981 | 4,181 | 4,388 | 4,608 |
| Associate Electrical Safety Consultant II | 3,981 | 4,181 | 4,388 | 4,608 | 4,840 |
| Associate Environmental & Safety Consultant I | 3,791 | 3,981 | 4,181 | 4,388 | 4,608 |
| Associate Environmental & Safety Consultant II | 3,981 | 4,181 | 4,388 | 4,608 | 4,840 |
| Associate Plumbing & Mechanical Consultant I | 3,791 | 3,981 | 4,181 | 4,388 | 4,608 |
| Associate Plumbing & Mechanical Consultant II | 3,981 | 4,181 | 4,388 | 4,608 | 4,840 |
| Box Office Assistant | 2,317 | 2,433 | 2,557 | 2,684 | 2,820 |
| Budget Technician | 2,546 | 2,673 | 2,807 | 2,948 | 3,096 |
| Buyer I | 2,952 | 3,101 | 3,257 | 3,420 | 3,592 |
| Buyer II | 3,257 | 3,420 | 3,592 | 3,772 | 3,961 |
| Central Printing Clerk | 1,898 | 1,994 | 2,093 | 2,199 | 2,309 |
| Central Printing Technician | 2,250 | 2,363 | 2,483 | 2,606 | 2,737 |
| City Records Specialist | 2,546 | 2,673 | 2,807 | 2,948 | 3,096 |
| Claims Specialist | 2,531 | 2,660 | 2,794 | 2,933 | 3,082 |
| Code Enforcement Specialist | 2,752 | 2,886 | 3,030 | 3,178 | 3,339 |
| Community Recreation Assistant | 2,081 | 2,183 | 2,281 | 2,382 | 2,494 |
| Community Services Officer I | 2,168 | 2,277 | 2,391 | 2,511 | 2,637 |
| Community Services Officer II | 2,391 | 2,511 | 2,637 | 2,770 | 2,909 |
| Computer Operator I | 2,133 | 2,231 | 2,330 | 2,437 | 2,556 |
| Computer Operator II | 2,369 | 2,487 | 2,607 | 2,739 | 2,878 |
| Computer Operator III | 2,607 | 2,739 | 2,878 | 3,016 | 3,167 |
| Computer Systems Specialist I | 3,059 | 3,212 | 3,374 | 3,543 | 3,720 |
| Computer Systems Specialist II | 3,627 | 3,808 | 4,000 | 4,200 | 4,410 |
| Computer Systems Specialist III | 4,091 | 4,296 | 4,511 | 4,736 | 4,974 |
| Computer Systems Technician | 2,032 | 2,134 | 2,241 | 2,353 | 2,470 |

EXHIBIT V
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2001

| CLASS TITLE | A | B | C | D | E |
|---|-------|-------|-------|-------|-------|
| Construction Compliance Specialist | 2,991 | 3,136 | 3,294 | 3,459 | 3,631 |
| Contract Compliance Specialist | 2,991 | 3,136 | 3,294 | 3,459 | 3,631 |
| Convention Center Marketing Assistant | 2,496 | 2,622 | 2,754 | 2,888 | 3,031 |
| Curator of Education | 3,437 | 3,611 | 3,794 | 3,985 | 4,181 |
| Customer Services Clerk I | 1,867 | 1,961 | 2,059 | 2,163 | 2,272 |
| Customer Services Clerk II | 2,059 | 2,163 | 2,272 | 2,385 | 2,504 |
| Department Computer Specialist | 2,496 | 2,622 | 2,754 | 2,888 | 3,031 |
| Electrical Safety Technician | 3,281 | 3,444 | 3,612 | 3,791 | 3,981 |
| Emergency Services Dispatcher I | 2,594 | 2,704 | 2,825 | 2,963 | 3,095 |
| Emergency Services Dispatcher II | 2,791 | 2,931 | 3,080 | 3,235 | 3,391 |
| Emergency Services Dispatcher III | 3,141 | 3,294 | 3,463 | 3,632 | 3,813 |
| Engineer I | 3,427 | 3,597 | 3,776 | 3,965 | 4,158 |
| Engineer II | 3,994 | 4,188 | 4,400 | 4,613 | 4,854 |
| Engineering Aide I | 2,192 | 2,298 | 2,411 | 2,531 | 2,660 |
| Engineering Aide II | 2,545 | 2,673 | 2,802 | 2,942 | 3,093 |
| Engineering Inspector I | 3,339 | 3,517 | 3,685 | 3,866 | 4,063 |
| Engineering Inspector II | 3,665 | 3,848 | 4,041 | 4,243 | 4,456 |
| Engineering Technician I | 2,607 | 2,739 | 2,878 | 3,016 | 3,167 |
| Engineering Technician II | 2,942 | 3,093 | 3,247 | 3,407 | 3,578 |
| Environmental Control Officer | 3,291 | 3,457 | 3,625 | 3,808 | 3,996 |
| Environmental & Safety Technician | 3,281 | 3,444 | 3,612 | 3,791 | 3,981 |
| Events Specialist | 2,834 | 2,971 | 3,122 | 3,281 | 3,444 |
| Facilities Construction Specialist | 3,459 | 3,630 | 3,813 | 4,002 | 4,203 |
| Fire Prevention Inspector I | 3,036 | 3,187 | 3,343 | 3,514 | 3,691 |
| Fire Prevention Inspector II | 3,529 | 3,700 | 3,886 | 4,084 | 4,285 |
| Fleet Operations Specialist | 3,190 | 3,350 | 3,518 | 3,694 | 3,879 |
| Identification Technician I | 2,854 | 2,997 | 3,147 | 3,306 | 3,472 |
| Identification Technician II | 3,147 | 3,306 | 3,472 | 3,646 | 3,828 |
| Identification Technician III | 3,306 | 3,472 | 3,646 | 3,828 | 4,020 |
| Industrial/Commercial Water Conservation Representative | 3,291 | 3,457 | 3,625 | 3,808 | 3,996 |
| Industrial Waste Inspector | 2,799 | 2,935 | 3,083 | 3,239 | 3,394 |
| Inorganic Chemist | 3,342 | 3,510 | 3,686 | 3,870 | 4,064 |
| Laboratory Assistant | 2,259 | 2,374 | 2,492 | 2,617 | 2,749 |
| Laboratory Technician I | 2,749 | 2,887 | 3,031 | 3,182 | 3,342 |
| Laboratory Technician II | 3,031 | 3,182 | 3,342 | 3,510 | 3,686 |
| Land Surveyor | 4,208 | 4,419 | 4,642 | 4,873 | 5,118 |
| Landscape Water Conservation Specialist | 3,213 | 3,375 | 3,544 | 3,721 | 3,907 |
| License Representative | 2,622 | 2,754 | 2,888 | 3,031 | 3,187 |
| Mail Operations Technician | 2,093 | 2,199 | 2,309 | 2,424 | 2,546 |
| Municipal Facilities Booking Clerk | 2,701 | 2,837 | 2,979 | 3,129 | 3,285 |

EXHIBIT V
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2001

| CLASS TITLE | A | B | C | D | E |
|--|-------|-------|-------|-------|-------|
| Neighborhood Services Representative I | 2,081 | 2,183 | 2,281 | 2,382 | 2,494 |
| Neighborhood Services Specialist I | 3,036 | 3,187 | 3,343 | 3,514 | 3,691 |
| Neighborhood Services Specialist II | 3,529 | 3,700 | 3,886 | 4,084 | 4,285 |
| Neighborhood Standards Specialist I | 2,834 | 2,971 | 3,122 | 3,281 | 3,444 |
| Neighborhood Standards Specialist II | 3,378 | 3,543 | 3,725 | 3,909 | 4,106 |
| Network Systems Specialist | 4,091 | 4,296 | 4,511 | 4,736 | 4,974 |
| Offset Equipment Operator | 2,250 | 2,363 | 2,483 | 2,606 | 2,737 |
| Paratransit Specialist | 2,496 | 2,622 | 2,754 | 2,888 | 3,031 |
| Parking Controller I | 1,829 | 1,910 | 2,000 | 2,086 | 2,183 |
| Parking Controller II | 2,004 | 2,099 | 2,192 | 2,288 | 2,401 |
| Parking Controller III | 2,192 | 2,288 | 2,401 | 2,506 | 2,623 |
| Parks Planning Coordinator | 3,959 | 4,158 | 4,366 | 4,584 | 4,814 |
| Planner I | 2,834 | 2,971 | 3,122 | 3,281 | 3,444 |
| Planner II | 3,312 | 3,473 | 3,651 | 3,832 | 4,025 |
| Planning Illustrator I | 2,794 | 2,933 | 3,082 | 3,237 | 3,392 |
| Planning Illustrator II | 3,110 | 3,263 | 3,427 | 3,597 | 3,776 |
| Plans Examiner I | 2,967 | 3,115 | 3,272 | 3,437 | 3,611 |
| Plans Examiner II | 3,444 | 3,612 | 3,791 | 3,981 | 4,181 |
| Plans Examiner III | 3,791 | 3,981 | 4,181 | 4,388 | 4,608 |
| Plumbing & Mechanical Technician | 3,281 | 3,444 | 3,612 | 3,791 | 3,981 |
| Police Data Transcriptionist | 2,309 | 2,424 | 2,546 | 2,673 | 2,807 |
| Principal Account Clerk | 2,504 | 2,630 | 2,762 | 2,900 | 3,046 |
| Programmer/Analyst I | 3,059 | 3,212 | 3,374 | 3,543 | 3,720 |
| Programmer/Analyst II | 3,627 | 3,808 | 4,000 | 4,200 | 4,410 |
| Programmer/Analyst III | 4,091 | 4,296 | 4,511 | 4,736 | 4,974 |
| Programmer/Analyst IV | 4,399 | 4,619 | 4,851 | 5,093 | 5,348 |
| Property & Evidence Technician | 2,645 | 2,777 | 2,916 | 3,063 | 3,216 |
| Radio Dispatcher | 2,199 | 2,304 | 2,409 | 2,523 | 2,636 |
| Rangemaster/Armorer | 3,306 | 3,472 | 3,646 | 3,828 | 4,020 |
| Real Estate Agent I | 3,122 | 3,281 | 3,444 | 3,612 | 3,796 |
| Real Estate Agent II | 4,067 | 4,257 | 4,474 | 4,688 | 4,935 |
| Real Estate Finance Specialist I | 2,698 | 2,834 | 2,971 | 3,122 | 3,281 |
| Real Estate Finance Specialist II | 3,099 | 3,253 | 3,417 | 3,588 | 3,768 |
| Recreation Leader | 1,482 | 1,556 | 1,635 | 1,716 | 1,802 |
| Recreation Specialist | 2,557 | 2,684 | 2,819 | 2,960 | 3,108 |
| Risk Analyst | 3,799 | 3,989 | 4,188 | 4,399 | 4,619 |
| Safety Specialist | 2,607 | 2,738 | 2,876 | 3,020 | 3,172 |
| Secretary | 2,309 | 2,424 | 2,546 | 2,673 | 2,807 |
| Senior Account Clerk | 2,272 | 2,385 | 2,504 | 2,630 | 2,762 |
| Senior Administrative Clerk | 2,093 | 2,199 | 2,309 | 2,424 | 2,546 |
| Senior Buyer | 3,592 | 3,772 | 3,961 | 4,160 | 4,368 |

EXHIBIT V
Non-Supervisory White Collar Unit 3
Salaries - Effective July 1, 2001

| CLASS TITLE | A | B | C | D | E |
|--|-------|-------|-------|-------|-------|
| Senior Community Services Officer | 2,578 | 2,707 | 2,843 | 2,985 | 3,135 |
| Senior Customer Services Clerk | 2,272 | 2,385 | 2,504 | 2,630 | 2,762 |
| Senior Engineering Technician | 3,427 | 3,597 | 3,776 | 3,965 | 4,158 |
| Senior Fire Prevention Inspector | 3,967 | 4,162 | 4,367 | 4,586 | 4,818 |
| Senior Laboratory Technician | 3,342 | 3,510 | 3,686 | 3,870 | 4,064 |
| Senior Neighborhood Services Specialist | 3,967 | 4,162 | 4,367 | 4,586 | 4,818 |
| Senior Neighborhood Standards Specialist | 3,543 | 3,721 | 3,907 | 4,101 | 4,307 |
| Senior Network Systems Specialist | 4,399 | 4,619 | 4,851 | 5,093 | 5,348 |
| Senior Offset Equipment Operator | 2,483 | 2,606 | 2,737 | 2,874 | 3,018 |
| Senior Property & Evidence Technician | 2,916 | 3,063 | 3,216 | 3,378 | 3,548 |
| Senior Real Estate Finance Specialist | 3,417 | 3,588 | 3,768 | 3,957 | 4,156 |
| Senior Records Clerk | 2,199 | 2,309 | 2,424 | 2,546 | 2,673 |
| Senior Secretary | 2,546 | 2,673 | 2,807 | 2,948 | 3,096 |
| Senior Storeskeeper | 2,645 | 2,777 | 2,916 | 3,063 | 3,216 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 4,000 | 4,200 | 4,410 | 4,630 | 4,863 |
| Solid Waste Bin Inspector | 2,532 | 2,643 | 2,759 | 2,890 | 3,014 |
| Staff Assistant | 2,496 | 2,622 | 2,754 | 2,888 | 3,031 |
| Storeskeeper | 2,398 | 2,519 | 2,645 | 2,777 | 2,916 |
| Survey Party Technician | 2,942 | 3,093 | 3,247 | 3,407 | 3,578 |
| Telecommunications Systems Specialist | 3,418 | 3,590 | 3,770 | 3,959 | 4,158 |
| Transit Surveyor | 1,867 | 1,961 | 2,059 | 2,163 | 2,272 |
| Tree Program Specialist | 3,213 | 3,375 | 3,544 | 3,721 | 3,907 |
| Utility Service Representative I | 2,207 | 2,317 | 2,433 | 2,556 | 2,684 |
| Utility Service Representative II | 2,433 | 2,556 | 2,684 | 2,819 | 2,960 |
| Utility Service Representative III | 2,684 | 2,819 | 2,960 | 3,108 | 3,265 |
| Veterinary Technician | 2,423 | 2,545 | 2,672 | 2,806 | 2,947 |
| Wastewater Reclamation Coordinator | 3,375 | 3,545 | 3,722 | 3,908 | 4,105 |
| Water Conservation Representative | 2,183 | 2,281 | 2,382 | 2,505 | 2,622 |
| Water Education Coordinator | 3,291 | 3,457 | 3,625 | 3,808 | 3,996 |
| Water Systems Telemetry & Distributed Control Specialist | 3,627 | 3,808 | 4,000 | 4,200 | 4,410 |
| Water Systems Telemetry & Distributed Control Technician | 3,289 | 3,454 | 3,627 | 3,808 | 4,000 |